4 LENSES UNDERSTANDING PERSONALITIES FOR WORKPLACE SUCCESS

4 LENSES

- Uses four colors to identify four distinct perspectives and personalities
- Most of us have a dominant color with shades of the other three colors (our color spectrum)
- Recognizing your personality preference will enable you to respond more appropriately and concisely in various settings

COLOR PREFERENCE STEP 1

Color Observation

- Picture side up, set all 4 cards side by side. Select the best card that represents you and the things you prefer to do. Stack all cards from most like you to least like you.

COLOR PREFERENCE (PAGE 7)

	Gold	Green	Blue	Orange
Step 1	1	3	2	4
Step 2				
Step 3				
Total				

COLOR PREFERENCE STEP 2

Evaluate Preference

Turn cards to side with bordered colors. Re-order your preference based solely on what you read.

COLOR PREFERENCE (PAGE 7)

	Gold	Green	Blue	Orange
Step 1	1	3	2	4
Step 2	1	3	2	4
Step 3				
Total				

COLOR PREFERENCE STEP 3

Preference Survey

Turn to page 6 and complete the Preference survey. You will score from 4 to 1.

COLOR PREFERENCE (PAGE 7)

	Gold	Green	Blue	Orange
Step 1	1	3	2	4
Step 2	1	3	2	4
Step 3	D 16	B 29	C 23	A 32
Total				

COLOR PREFERENCE

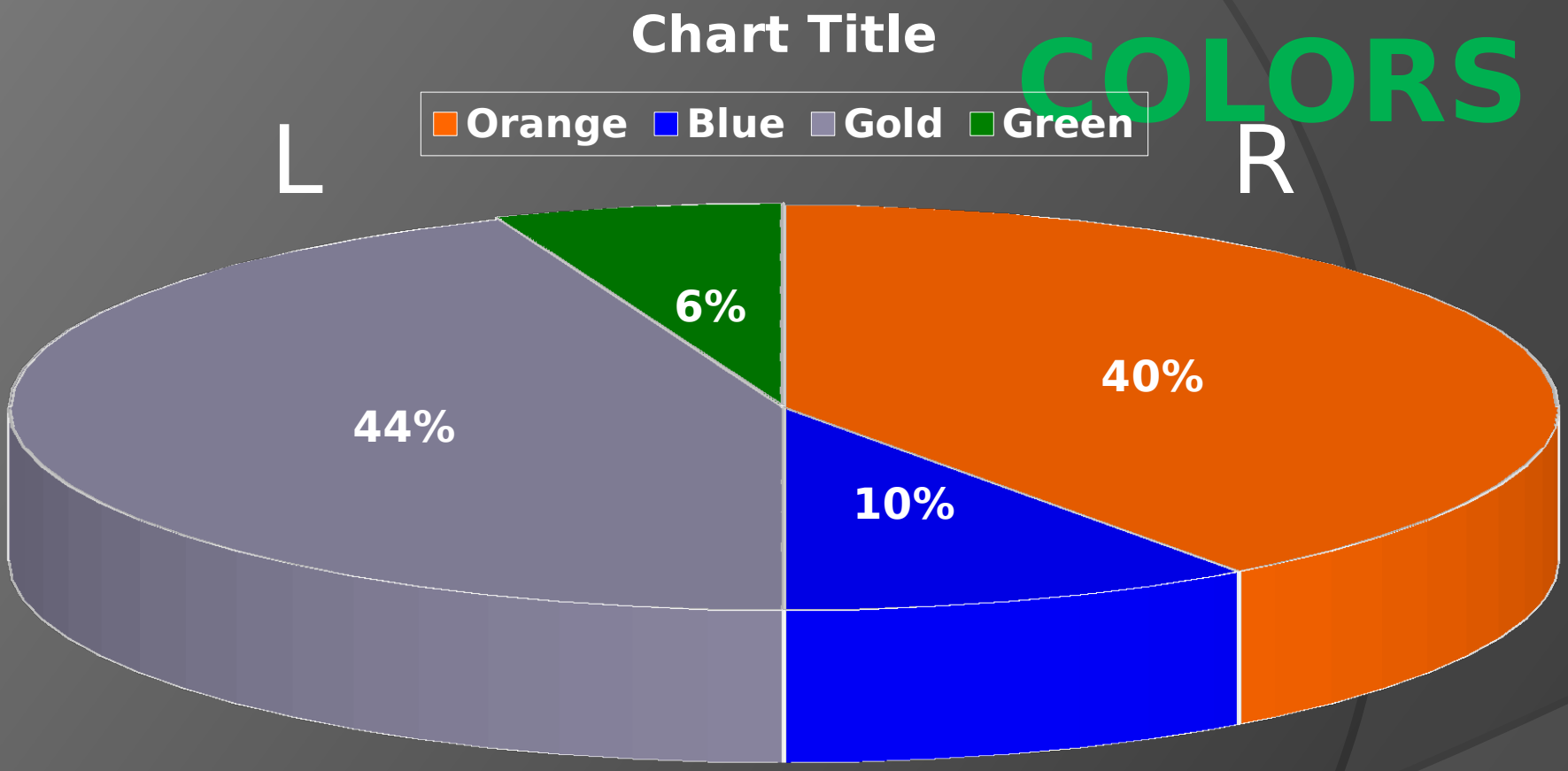
Identify Your Preference

Total each column on page 7.

COLOR PREFERENCE (PAGE 7)

	Gold	Green	Blue	Orange
Step 1	1	3	2	4
Step 2	1	3	2	4
Step 3	D 16	B 29	C 23	A 32
Total	18	35	27	40

DISTRIBUTION OF COLORS



85% of US Military – Green/Gold

GROUP EXERCISE

- Form groups by brightest color

- Brainstorm as a group identifying your ideal workplace and/or joys, values, strengths, needs

- Capture your ideas on paper

GREEN PRESENTATION

Green Traits

- Problem solver/Innovative
- “Why” mentality
- Abstract, theoretical & conceptual
- Global thinker – will look for big picture
- Standard setter – visionary, futuristic, inventor
- Cool, calm, collected
- Intellectual/Witty/Enjoy Word Puns & Dark Humor
- Work is play and play is work
- Need for independence and private time
- Driven by competence
- Perfectionist
- Analytical

Stressors for Bright Green

- Lack of recognition of their ability
- Elaborate use of adjectives
- Not being in charge
- Lack of independence
- Subjective judgment
- Emotional displays
- Incompetence
- Small talk
- Routine
- Social functions

Keys To Motivating Greens…

- Understand they express themselves through their ability to be competent in everything they do
- Honor their need for privacy
- Understand their necessity to question your knowledge or facts
- Realize they too have feelings
- Realize their stress comes from fear of appearing foolish
- Appreciate their varied interests
- Encourage & reward achievements by commenting on their creativity, competence & ability
- Appreciate their need to be competent
- Preserve their privacy to think & read

BLUE PRESENTATION

Blue Traits

- Friendly
- Helpful
- Express emotion
- Optimistic
- Foster harmony
- Empathetic
- Take time to relate
- Creative
- Indirect
- Read between the lines
- Personal
- Polite & compassionate unless personal values are violated

Stressors for Bright Blue

- Broken promises and too much negativity
- Not being involved and lack of social contact
- Too much conformity
- Clock watching
- Being compared to others
- Conflict
- Lying
- Rejection
- Insincerity
- Completing paperwork as priority

Keys To Motivating Blues…

- Acknowledge them before diving in
- Recognize their need to contribute, include them
- Show appreciation
- Be open and responsive
- Realize stress comes from disharmony
- Help them more after a setback
- Pay attention to congruency in body language
- Have patience, listen for feelings
- Let them share what they know
- Hear them out

Green & Blue

- Opposites in temperament
- What would it be like working with your opposite?
- Similar in the way they collect data,

  Intuitive
  - Look at big picture
  - Focus on relationships & connections between facts
  - Want to grasp patterns
  - Especially attuned to facts

GOLD PRESENTATION

Gold Traits

- Communicate in writing
- Purposeful
- Task focused
- Appropriate
- Loyal
- Predictable
- Chronological
- Detail orientated
- Status quo – speak of how “It has always been”
- Make judgments – right or wrong
- Need closure
- Accountable

Stressors for Bright Gold

- Incomplete tasks
- Disorganization
- Irresponsibility
- Changing details
- Lack of direction
- Ambiguous tasks
- Waste
- Non-Conformity
- Lack of structure
- Haphazard attitude
- Too many things going on at once
- People who don’t follow through

Keys To Motivating Bright Golds…

- Be specific, do some reasonable planning
- Outline priorities
- Don’t interrupt
- Apologize when appropriate
- Appeal to strong sense or “right” & “wrong”
- Stay on task or target
- Praise their responsible actions & hard work
- Acknowledge their stability, recognize contributions
- Be punctual
- Offer to help so they don’t feel the

ORANGE PRESENTATION

Orange Traits

- Confident
- Loud
- Casual
- Speak in the moment
- “Now” orientated
- Quick & Brief
- Straightforward
- In motion
- Flexible
- Varied
- Involved

Stressors for Bright Orange

- Too much responsibility
- Rules & regulations
- Being stuck at a desk
- Abstract concepts
- Reading manuals
- Imposed structure
- Repetition and routine
- Personal criticism
- Deadlines
- Inactivity
- Following detailed directions
- Lack of Fun and lack of variety

Keys To Motivating Bright Oranges…

- Recognize the need for freedom
- Value playfulness
- Realize stress comes from lack of excitement
- Building fun into activities
- Praise their skills
- Encourage them to take action, match their speed
- Be direct & to the point
- Appreciate their flair, recognize contributions
- Move with them
- Give them an audience
- Offer options

Gold & Orange

- Opposites in temperament, how they process information
- What would it be like to work with your opposite?
- Similar in how they collect information, Sensing
  - Take in information that is real & tangible
  - Observant about the specifics of

Introversion & Extroversion

Self Assessment – Page 15

Introversion & Extroversion

C	A	D	B
5	8	11	6

E_____

___ I

Extroverted

Introverted

13 17

INTROVERTED

- Listening Behavior
- Typically Golds and Greens
- Like quiet time
- Rather think a plan completely through
  before speaking on the subject
- “Recharged” Internally

EXTROVERTED

- Talkative behavior
- Typically Oranges and Blues
- Life is for talking about & people are for
  talking to
- Likely to formulate your plans & ideas out
  loud as they are coming to you
- “Recharged” by People

Typical Blue Occupations

- Blues enjoy jobs that allow them to concentrate on people and relationships.
- Drawn towards occupations that focus on service and the health and welfare of other people.
- Work best in warm, supportive, harmonious environments where workers are free to cooperate and communicate with each other.
- Imaginative, enthusiastic, and concerned about the personal welfare of those around them.
- Dislike competition, conflict, bureaucracy, and domineering authority figures.
- Promote creativity, flexibility, individuality, and personal expression.

Blue Workers

- Are authentic and caring
- See the good and visualize the possibilities
- Use uplifting, enthusiastic communications
- Add value by keeping you (and others) close
- Create highly individualized workspaces
- Need a pat on the back
- Size up situations by what has gone before
- Adjust to accommodate individual needs
- Make decisions using empathy and personal values
- Are sensitive and idealistic

Typical Gold Occupations

- Prefer jobs that allow them to be thorough, accurate, and systematic.
- Prefer to work in situations where they can see a job through to the end, and then touch and feel the results.
- Practical, efficient, and cooperative workers that respect authority, discipline, and punctuality.
- Want to work in environments that are traditional, structured, orderly, and filled with other hard-working people.
- Have a compelling need to follow established procedures and routines, and do things the “right” way.
- Stable, honest, and dependable workers who generally put the needs of the company above their own.

Gold Workers

- Work to serve; serve to work
- Are fastidious, protective, dependable
- Stabililize, reinforce, improve by increments
- Honor performance and service in team-building ways
- Find it easier to criticize than reward
- Organize contagiously
- Have as their credo: “In plans we trust”
- Need timelines, deadlines, measurements
- Hate last-minute hurries
- Give attention to the little stuff

Typical Green Occupations

- Driven towards work that involves an analytical and creative focus.
- Visionary and independent workers who can tune out the world as they work on things that capture their interest.
- Most productive when they can perfect an idea, then move on and leave the project to be maintained and supported by others.
- Work well with complex strategies, abstract concepts, and theoretical models.
- Prefer a work environment with minimal structure and little bureaucracy.
- Don’t mind taking risks in order to test their innovative ideas.
- Biggest asset is their drive to be competent, logical and accurate.

Green Workers

- Crave competency; thirst for knowledge
- Are “idea people”
- Lust for mental challenges and things to learn
- Seek mental stimulation in their work
- Start strongly, but may finish weakly, or not at all
- Are often unaware of others’ feelings
- Attracted and responsive to new ideas
- Are objective to a fault
- Ask a million questions
- Need you to be precise

Typical Orange Occupations

- Tackle their work with enthusiasm so they can quickly move on to other pursuits
- Great at working under pressure and prefer to work on jobs that are lively, risky, and unpredictable
- Grow restless with jobs that tie them down and limit their personal freedom
- Straightforward, realistic, and practical workers who bring flair, energy, and excitement to the workplace
- Talented, resourceful, skillful, and adaptable
- Upbeat and sociable natures, usually present a positive image of themselves and their company
- Action-oriented workers who know how to get the results they desire

Orange Workers

- Need speed, action, freedom
- Never borrow trouble
- Can switch between options easily
- Find nothing is too strange if it works
- Are risk seeking
- Call plays from the field
- Have verbal meetings
- Do the work, allow the structure to emerge from the process
- Make it look easy
- Set things up for the big finish

How to Enjoy Any Job

- Every profession usually includes representative of every color
  - Find a way to bring your own natural talents and skills to the job
  - Choose a job inherently interesting
  - Find jobs that are easy for you
  - Do a job that advances a cause you believe in
  - Do a job that contributes to the good of those you care about

QUESTIONS - COMMENTS

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FLEET AND FAMILY

SUPPORT CENTER

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